

The Unconscious Bias

For years it has been clear that people make decisions every day that impact some groups more negatively than others: decisions about hiring, about purchasing, about promotions, about job assignments. More and more we are discovering that most of these decisions are not made by bad people with bad attitudes, but rather by well-intended people who have no idea about the unconscious process that they use to make decisions about people who are different from them.

Cook Ross, Inc. is considered to be the thought leader in the practical application of academic research of the unconscious to organizational diversity efforts. This presentation explores a number of strategies that will help create workplace cultures in which employees can actively “unconceal” perceptions and patterns that have been hidden. For additional information visit Cook Ross, Inc. website at www.cookross.com

Summit sponsored by the GCEEO

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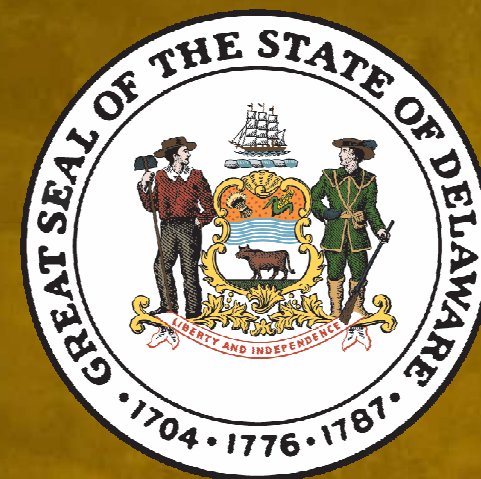
The Honorable James Collins, Chair, DOS
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Governor's EEO Summit I am aware...

The mission of the Governor's Council on Equal Employment Opportunity (GCEEO), created under Executive Order 8, is to advance, support, and foster progress in employment opportunity, practices, and an equitable environment of mutual respect and understanding in State of Delaware Executive Branch departments.



Governor's EEO Summit

Presented by: Governor's Council on
Equal Employment Opportunity

May 8, 2012
Exploring Unconscious Bias
Delaware State University
MLK Student Center

Governor's EEO Summit "I am aware..."

Morning Session Agenda

- 8:30 Registration & Refreshments
- 9:00 Opening Remarks
James Collins, Chair, Governor's Council on EEO
- 9:15 Governor Jack Markell
- 9:30 Introduction of Keynote Speaker
James Collins, Chair, Governor's Council on EEO
- 9:35 Keynote Speaker
Armurs Moncure, Cook Ross, Inc.
- 11:00 Question & Answer Session
- 11:30 Evaluation & Closing Remarks
James Collins, Chair, Governor's Council on EEO

Armurs Moncure of Cook Ross, Inc.



Engaging trainer, insightful facilitator, thorough consultant, seasoned business executive with a passion for transformation, Armurs Moncure is a champion of "conscious change" a strategy of awareness and skill building that leads to continuous improvement, and enhanced performance.

His journey into this field of Diversity and Inclusion began as a diversity practitioner at Allegis Group. Armurs' areas of focus and expertise include: Unconscious Bias, Cultural Competency, Change Management, and Employee Engagement. A proponent of strengthening individual's emotional connection to their work, colleagues, and their organization, Armurs takes a unique approach to increasing Employee Engagement through helping clients discover their Work Life Passion. A graduate of Jackson State University, Armurs has extensive experience working in the Healthcare, Staffing, Retail, and Direct Sales industries in various capacities of training, business development, and leadership.

Afternoon Session Agenda

- 11:30 Registration & Lunch
- 12:15 Opening Remarks & Introduction of Keynote Speaker
James Collins, Chair, Governor's Council on EEO
- 12:30 Keynote Speaker
Armurs Moncure, Cook Ross, Inc.
- 3:30 Question & Answer Session
- 4:00 Evaluation & Closing Remarks
Gail Launay, GCEEO Member



"Buried deep within our subconscious mind, all of us harbor biases that we consciously reject. These are not harmless thoughts that pop up periodically and get overruled by our reason. We act on these thoughts, often unwittingly. We all have bias that is beyond the reach of our normal range of awareness. This is unconscious or hidden bias." Armurs Moncure